

English

We are committed to active involvement in the local communities around our hotels and corporate offices. That means being a valued, responsible community partner by ensuring that our business objectives enhance the quality of life in the community.

The aim of our community investment is to support global efforts that represent the business goals of IHG and which make a positive difference to the communities in which we operate. The activities we support must be aligned with our corporate values, 'Winning Ways', and our Code of Ethics and Business Conduct.

Who we support

At a corporate level, we focus on:

- **The environment** – we understand our responsibility to respect the environment and manage its impacts for the benefit of the communities in which we operate (e.g. energy, waste and water savings)
- **Local economic opportunity** – we support the development of sustainable opportunities in the community, especially in terms of education and skills training to enhance employment opportunities in the hospitality industry, predominantly through the IHG Academy
- **Disaster relief** – through our IHG Shelter in a Storm Programme we are committed to helping provide disaster relief when natural and man-made disasters affect our hotels and the local communities surrounding them.

Community partnerships

In choosing which community organisations to support, primary consideration is given to requests that meet the following criteria:

- exhibit a clear purpose and defined need in one of IHG's three areas of focus
- recognise innovative approaches in addressing the defined need
- demonstrate an efficient organisation and detail the organisation's ability to follow through on its proposal
- explain clearly the benefits to IHG and our hotel communities.

At local level, our approach is to encourage our local managers and employees to use this policy as a common sense guide in deciding what is right for their community, while ensuring that all decisions conform to our Code of Ethics.

Our approach to charitable giving

Contributions are only made to organisations with verifiable charity status and whose ethical principles are consistent with our Code of Ethics and who align to one of our three focus areas.

We do not support organisations that discriminate on the basis of race, religion, creed, gender, age, physical challenge or national origin. In addition, we will not generally provide contributions to:

- individuals
- religious organisations
- general operating support for hospitals and health care institutions
- capital campaigns
- endowment funds
- conferences, workshops or seminars not directly related to our business interests
- multi-year grants; only the first year of multi-year requests will be assured, with support in subsequent years dependent upon annual evaluation
- political donations of any kind.

Maltese

Aħna ninsabu impenjati li ninvolvu ruħna b'mod attiv fil-komunitajiet lokali madwar il-lukandi tagħna u l-uffiċċji tal-kumpanija. Dak ifisser li nkunu msieħba ta' valur u responsabbli fil-komunità billi niżguraw li l-għanijiet kummerċjali tagħna jtejbju l-kwalità tal-hajja fil-komunità.

L-għan tal-investment tagħna fil-komunità huwa l-appoġġ għall-isforzi globali li jirrapprezentaw il-miri kummerċjali ta' IHG u li jagħmlu differenza pożittiva lill-komunitajiet li noperaw fihom. L-attivitajiet li nappoġġjaw għandhom ikunu allinjati mal-valuri korporattivi tagħna, 'Winning Ways', u l-Kodiċi ta' Etika u l-Imġiba Kummerċjali tagħna.

Lil min nappoġġjaw

Fuq livell korporattiv, aħna niffukaw fuq:

- **L-ambjent** – aħna nifhmu r-responsabbiltà tagħna li nrispettaw l-ambjent u li nimmaniġġjaw l-impatti fuq għall-benefiċċju tal-komunitajiet li noperaw fihom (eż. l-enerġija, l-iskart u l-iffrankar fl-użu tal-ilma)
- **L-opportunità ekonomika lokali** – aħna nappoġġjaw l-iżvilupp tal-opportunitajiet sostenibbli fil-komunità, b'mod speċjali f'termini ta' edukazzjoni u taħriġ fil-hiliet biex intejbju l-opportunitajiet tal-impjigi fl-industrija tal-ospitalità, l-izjed permezz tal-IHG Academy
- **Għajnuna f'każ ta' diżastru** – permezz tal-Programm tagħna 'IHG Shelter in a Storm' aħna ninsabu impenjati li ngħinu biex niprovdu għajnuna f'każ ta' diżastru meta d-diżastri naturali u kkawżati mill-bniedem jaffettwaw il-lukandi tagħna u l-komunitajiet lokali ta' madwarhom.

Shubiji komunitarji

Meta nagħzlu liema organizzazzjonijiet komunitarji se nappoġġjaw, aħna nqisu primarjament it-talbiet li jissodisfaw dawn il-kriterji li ġejjin:

- juru għan ċar u b'żonn definit f'wiehed mit-tliet oqsma li fuqhom jiffoka l-attenzjoni tiegħu l-IHG
- jirrikonoxxu approċċi innovattivi biex jiġi indirizzat il-b'żonn definit
- juru organizzazzjoni effiċjenti u jagħtu dettall tal-kapaċità tal-organizzazzjoni li tibqa' ssegwi l-proposta tagħna
- jispjegaw biċ-ċar il-benefiċċji għal IHG u għall-komunitajiet tal-lukandi tagħna.

Fuq livell lokali, l-approċċ tagħna huwa li ninkoraġġixxu lill-manijers u l-impjegati lokali tagħna biex jużaw din il-politika bħala gwida ta' sens komun meta jiddeciedu dwar x'inhu tajjeb għall-komunità tagħhom, filwaqt li jiżguraw li d-deċiżjonijiet kollha jikkonformaw mal-Kodiċi ta' Etika tagħna.

L-approċċ tagħna lejn l-ghotjiet ta' karità

Il-kontribuzzjonijiet isiru biss lil organizzazzjonijiet li għandhom status ta' karità verifikabbli u li l-prinċipji etiċi tagħhom huma konsistenti mal-Kodiċi ta' Etika tagħna u li jallinjaw ma' wiehed mit-tliet oqsma li fuqhom niffokaw l-attenzjoni tagħna.

Aħna ma nappoġġjaw organizzazzjonijiet li jagħmlu diskriminazzjoni abbażi tar-razza, ir-religjon, it-tweġmin, is-sess, l-età, l-isfidi fiżiċi jew l-orijini nazzjonali. Barra minn hekk, b'mod ġenerali aħna ma nagħtux kontribuzzjonijiet lil:

- individwi
- organizzazzjonijiet reliġjużi
- appoġġ operattiv ġenerali għal sptarjiet u istituzzjonijiet għall-kura tas-saħħa
- kampanji għall-gbir ta' kapital
- fondi ta' dotazzjoni (endowment funds)
- konferenzi, workshops jew seminars li mhumiex relatati b'mod dirett mal-interessi kummerċjali tagħna
- ghotjiet għal numru ta' snin; fil-każ ta' talbiet għal numru ta' snin, nassiguraw biss l-ewwel sena, bl-appoġġ fis-snin sussegwenti jkun jiddependi fuq evalwazzjoni annwali
- donazzjonijiet politiċi ta' kwalunkwe tip.

Review structure and process

- Corporate donations are governed by the Steering Group of the Corporate Responsibility Team (CRT)
- The CRT draws on staff input to guide our 'Supporting our Communities' policy
- The CRT recommends an annual budget for approval by the Executive Committee, sets policies, guidelines, criteria and strategic direction, and approves all contributions with Executive Committee oversight.

Struttura u proċess ta' reviżjoni

- Id-donazzjonijiet korporattivi huma rregolati mill-Grupp ta' Tmexxija ta' Tim għar-Responsabbiltà Korporattiva (CRT)
- It-Tim għar-Responsabbiltà Korporattiva (CRT) jiddependi fuq l-input tal-istaff biex jiggwida l-politika tagħna dwar l-'Appoġġ lill-Komunitajiet tagħna'
- It-Tim għar-Responsabbiltà Korporattiva (CRT) jirrakkomanda baġit annwali għall-approvazzjoni mill-Kumitat Eżekuttiv, jistabbilixxi l-politiki, il-linji gwida, il-kriterji u d-direzzjoni strategika, u japprova l-kontribuzzjonijiet kollha bis-sorveljanza tal-Kumitat Eżekuttiv.